

PWI

“How are girls and boys affected by gender stereotypes: from playground to workplace”

Armelle Loghmanian,
PWI President

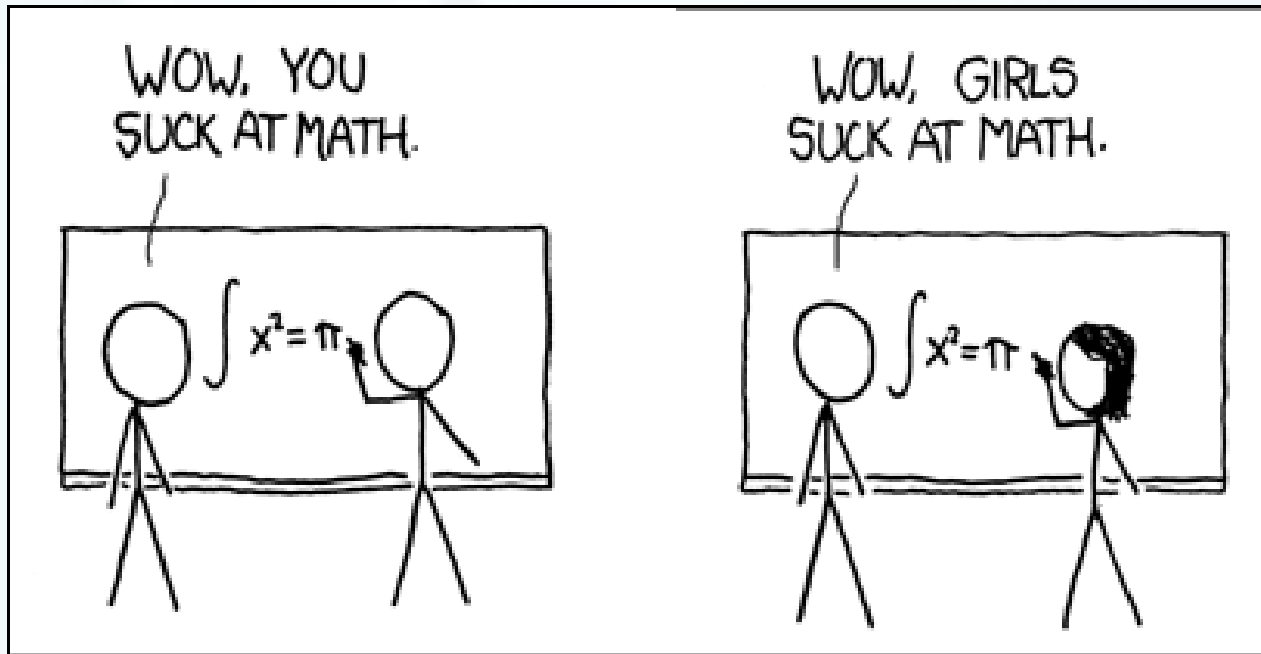
Sofiafoundation Vice President



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9 October 2014

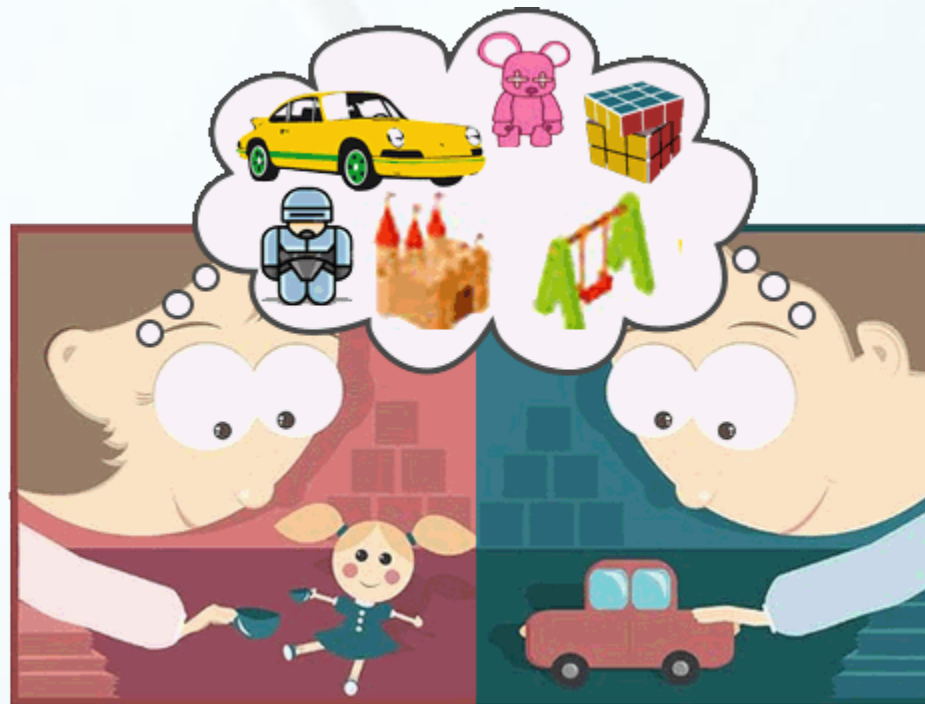
Stereotypes?



Gender Discrimination

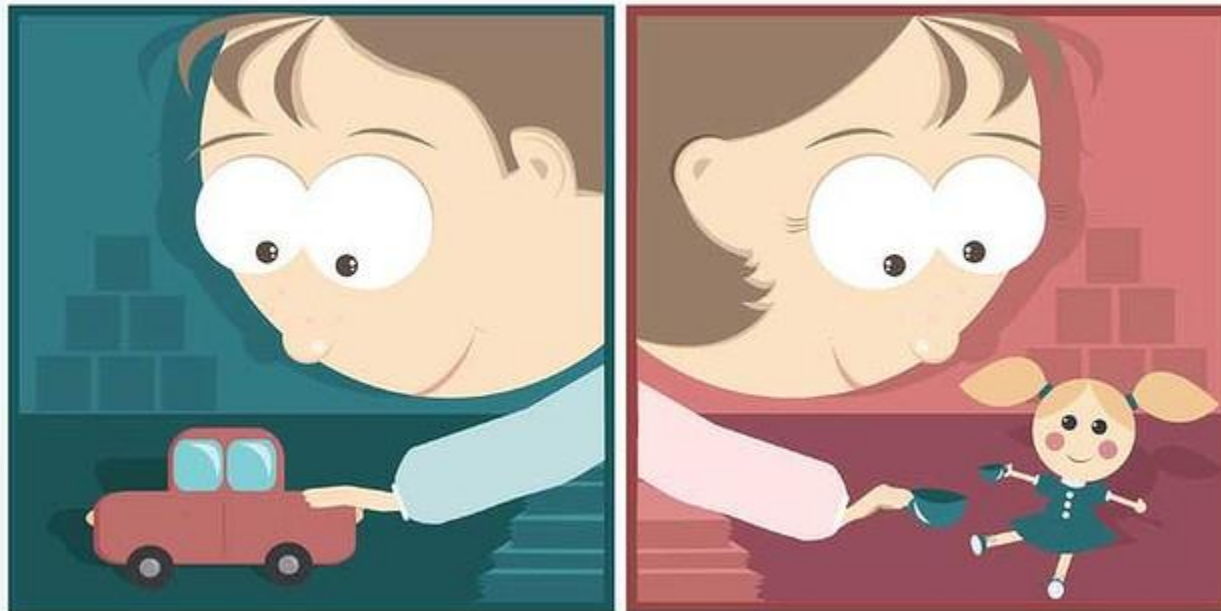


What we would like!



Gender Discrimination: The roots

- Gender bias and stereotyping reinforced during early childhood.



Gender Discrimination : The roots

- Forms of bias and generalization can be recognized by children as early as pre-school
- Transmitted by parents, adults, popular culture, peers and medias
- The result: Children often perceive abilities and hobbies to be gender-specific when in fact they are not

Gender Discrimination: Family

- Behaviours
 - Mothers and sons
 - Parents encouraging gender-appropriate activities and discouraging cross-gender activities
 - Education in general with huge cultural discrepancies
 - Pocket money
 - Wages discrimination starting at home? 15% average for chores

Gender Discrimination: Family

- Perpetuation of gender biases and stereotypes often starts in the home and later is further reinforced by the peer group
- Role models:
 - Men's contributions to household tasks
 - Men's norms and beliefs
 - Career-oriented mums/women
 - Positive and uplifting portrayals of gender

Gender Discrimination: Family

- Change of family type
 - In Europe, nearly 60 percent of working women provide half or more of their family's income
 - Almost 30 percent of European working women supply all of the household income
 - Increasing number of mono-parental families
- Key element in a woman's career
 - Support and encouragement from partner/spouse
 - And: from the extended family

Education

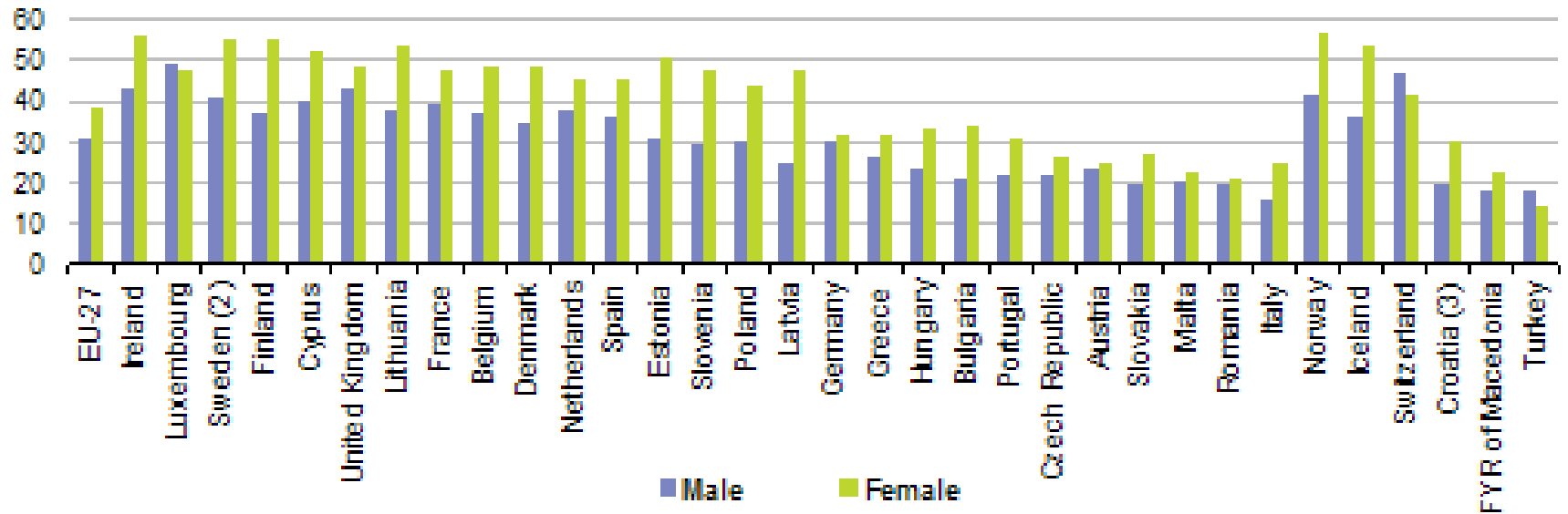


Education

- Gender inequalities persist in education in terms of subject preferences and performance, and in cultural aspects of the education and training experience
- Early-school leaving is significantly higher for boys than for girls (on average, the risk for boys is 24% higher with peaks (>50%))
- More men (56.5% in 2009) in vocational training (upper secondary level), while there are more women in tertiary education
- Women dominate the teaching profession
 - 86% at primary level
 - 61.3% upper secondary

Education

Proportion of the population aged 30 to 34 having a tertiary educational attainment, 2011



(1) Ranked on the average shares for males and females combined; refer to the internet metadata file (http://app.eurostat.ec.europa.eu/cache/ITY_SDDS/en/educ_esms.htm).

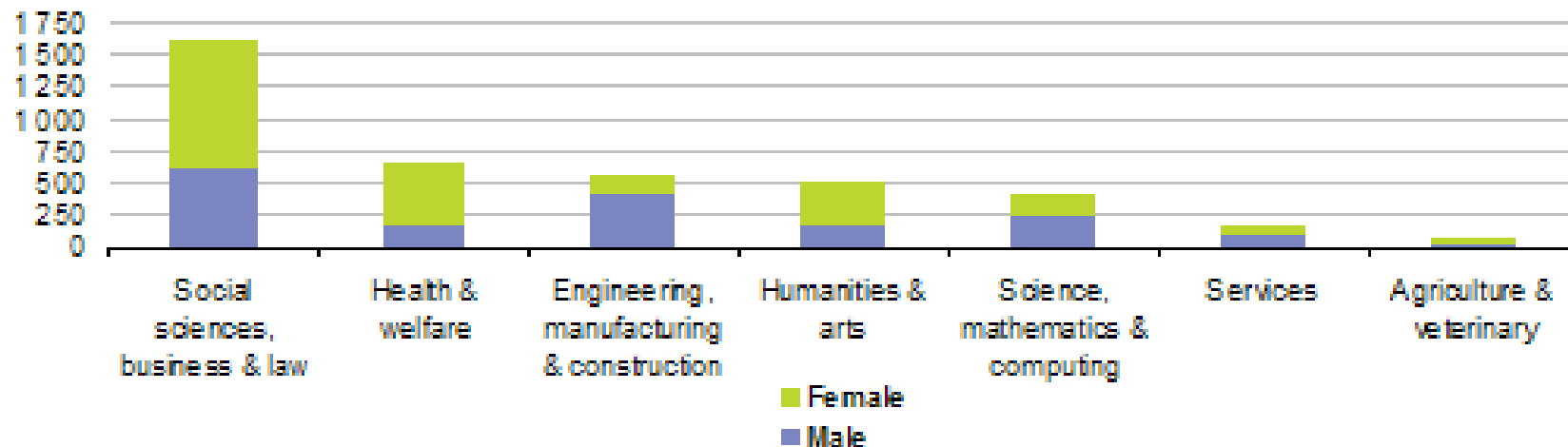
(2) Provisional.

(3) Unreliable or uncertain data.

Source: Eurostat (online data code: t2020_41)

Education

Graduates from tertiary education, by field of education and by sex, EU-27, 2010



(1) Estimates ; includes French data for 2009; refer to the internet metadata file (http://epp.eurostat.ec.europa.eu/cache/ITY_SDDS/en/educ_es.ms.htm).

Source: Eurostat (online data code: educ_grad5)

Education: Women in STEM

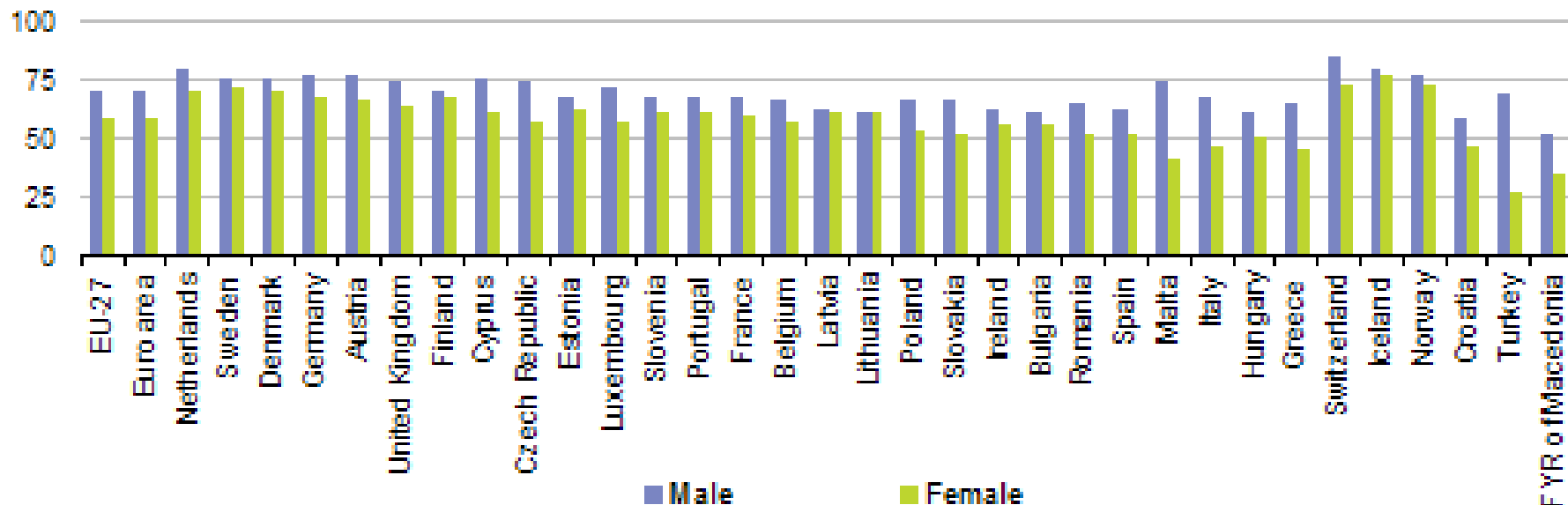
- Belgian initiative by « Vrouwlingenieur » and University of Leuven/sociology: 2 years-study and 5 years-programme
- End of secondary schools: 50% G/B in technical studies
- University Engineering Schools: 10%
- WHY?
 - No clue of what engineers do (B/G)
 - Girls chose by intuition/role models
 - More questions about work/ goals
- HOW?
 - Present women role models (1 to 8 years experience) in companies
 - Brochure presenting 30 profiles
 - Reaching now 7% of the schools

EMPLOYMENT

Employment Rate in EU27

Employment rates by sex, 2011

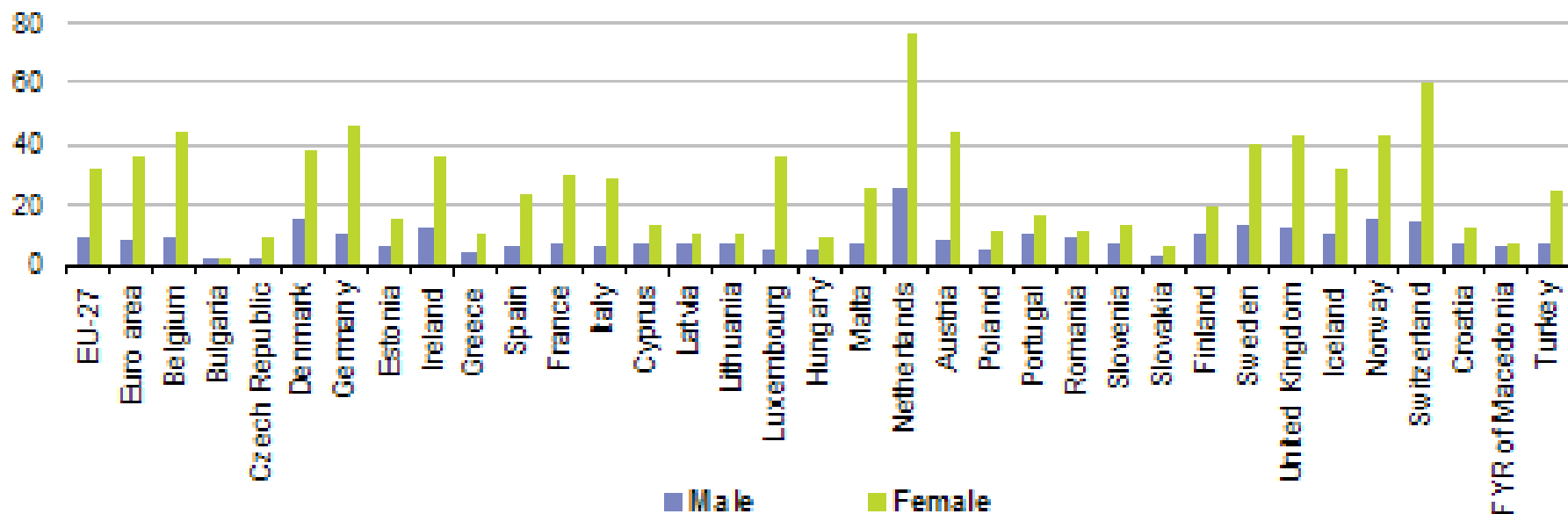
Includes part-time workers



(1) The figure is ranked on the average of employment rates for men and women.

Source: Eurostat (online data code: lfsi_emp_a)

Persons employed part-time, 2011 (% of total employment)



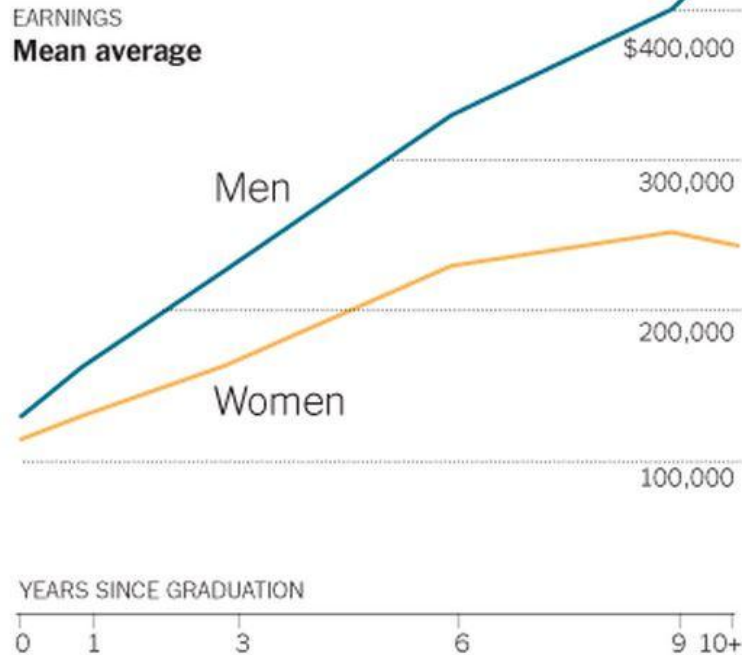
Source: Eurostat (online data code: tps00159)

PAY GAP

From out of School...

Earnings After Graduation

For most business school graduates, the gender salary gap widens sharply after graduation. Figures are from the Booth School of Business at the University of Chicago; Harvard Business graduates earn comparable salaries.



Includes only graduates who are employed.

Source: American Economic Journal: Applied Economics

... to Retirement

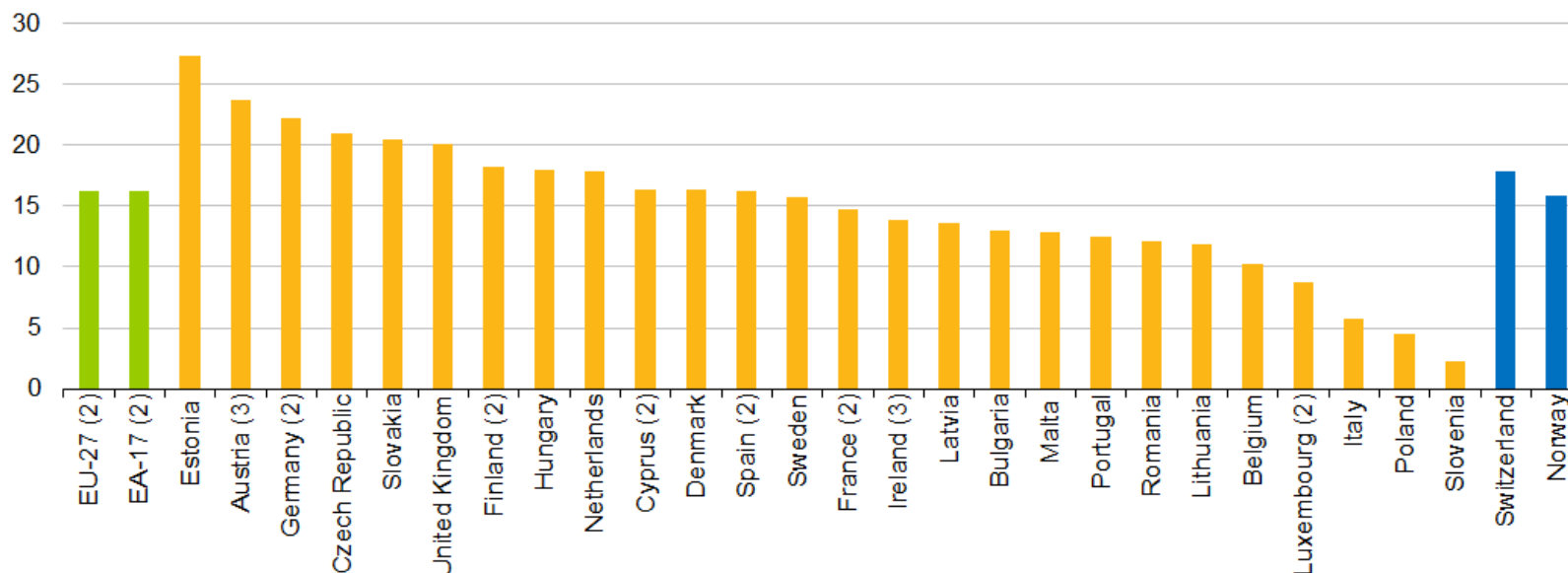
- Campaign launch in France
 - 1/3 of retired women get less than 700€ a month
 - lowest salary SMIC net/month 1122€
 - Average difference in pension: 42% (27% on salaries)
 - 25% retired at 65 years (15% for men)

Why?

- interrupted career to take care of children
- part-time job (85% of the part-time workers are women)
- feminised work with low income
- pay gap

Gender Pay Gap

- Still high in EU27 : 16% in hourly rate
- Ranging from 2 % in Slovenia to 27 % in Estonia



(1) Enterprises employing 10 or more employees; NACE Rev. 2 B to S (-O).

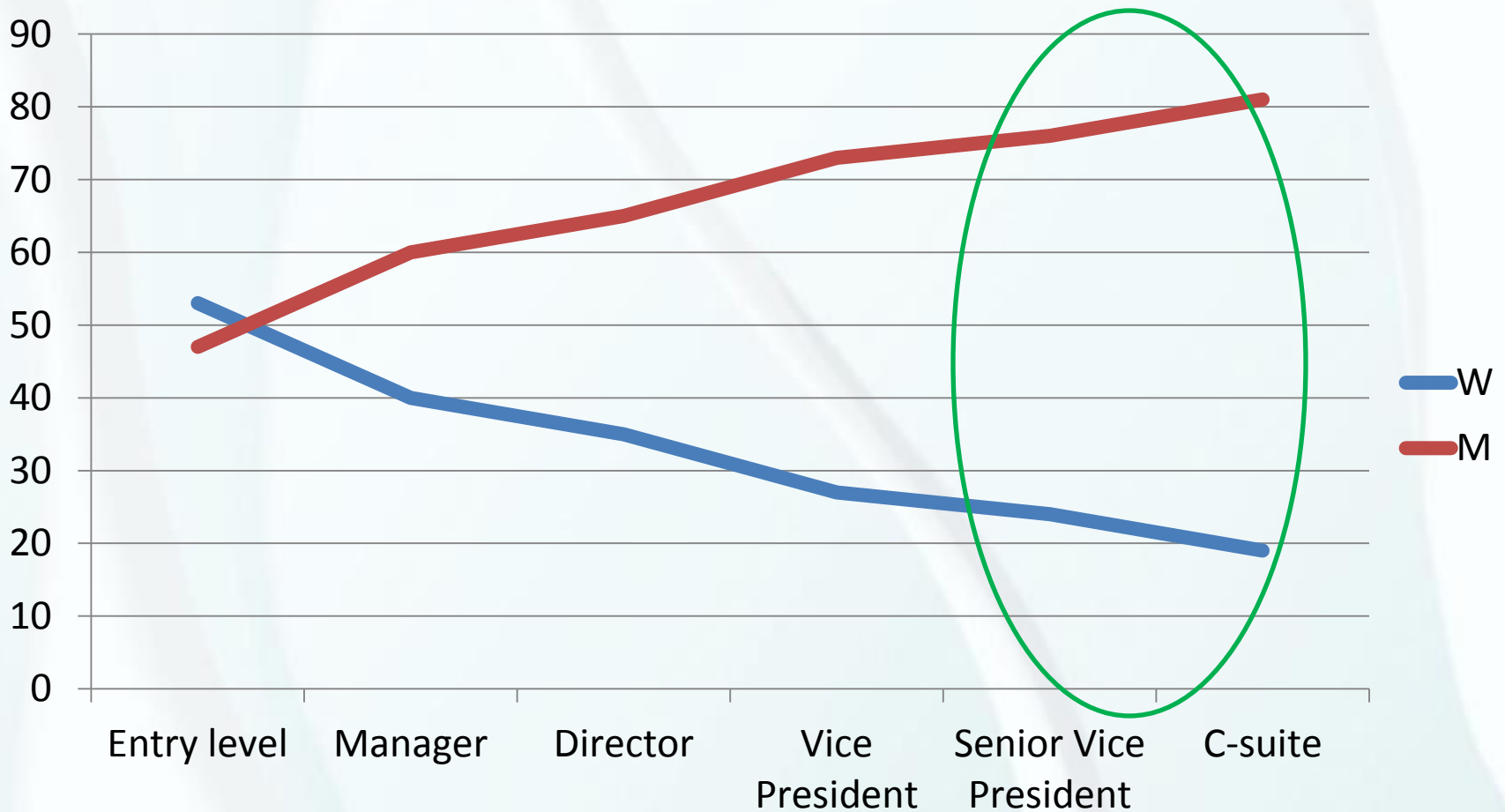
(2) Provisional data; EU/EA aggregates excluding Greece

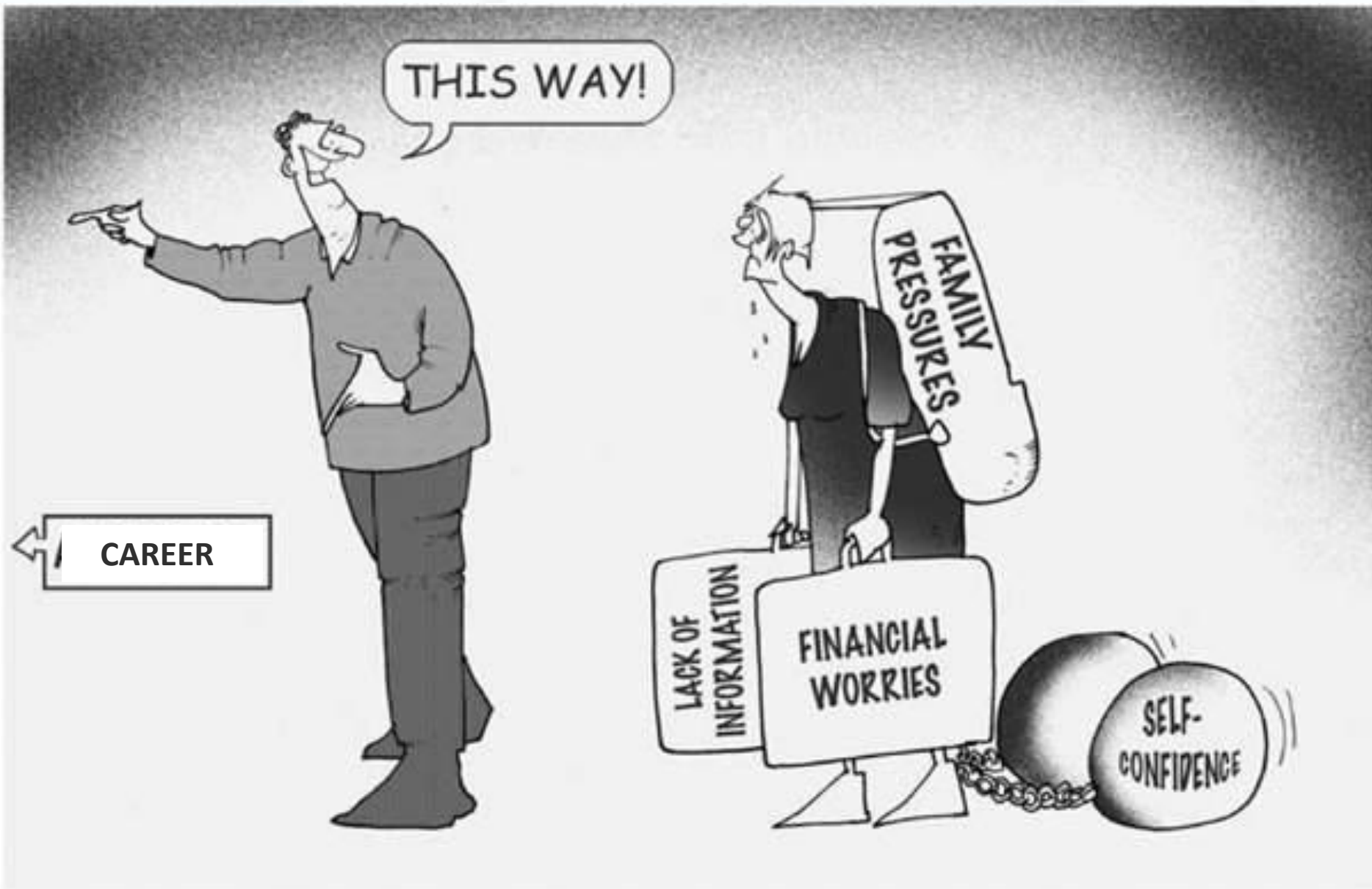
(3) (IE) 2010 data; (AT) estimated data

Source: Eurostat (tsdsc340)

AT WORK

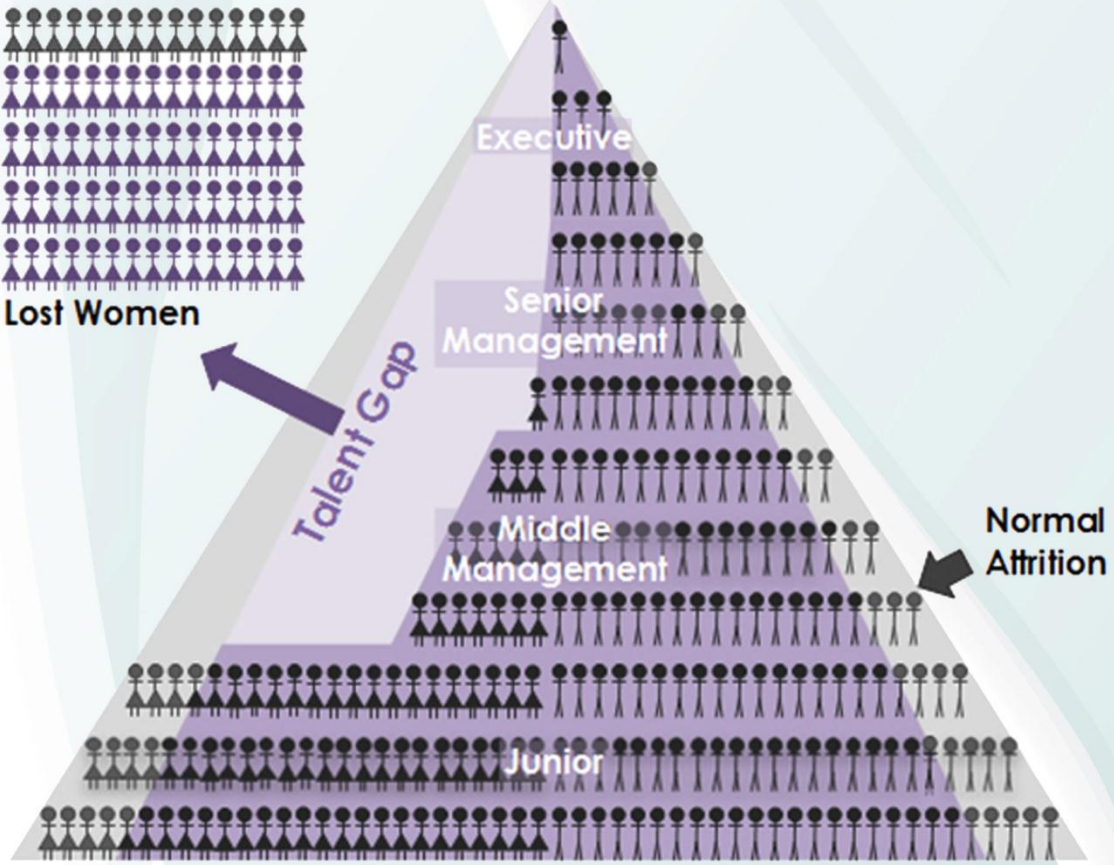
Talent Pipeline





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The Talent Gap & Retention



© Christina Ioannidis & Nicola Walther, 2010

Women in Senior Management



Source: Grant Thornton IBR 2013

Women in Senior Management

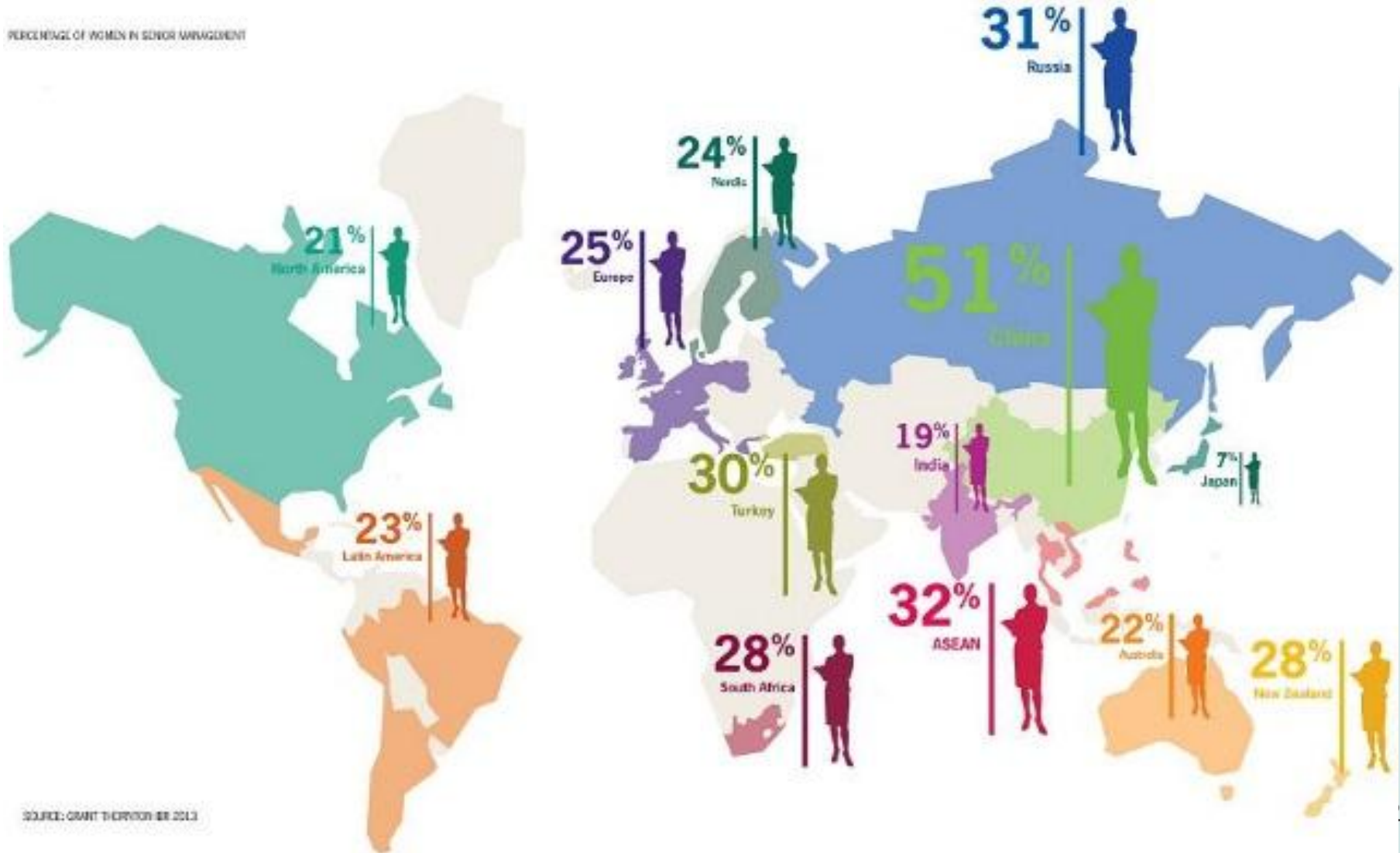
FIGURE 8: TOP WOMEN MOST LIKELY TO BE EMPLOYED IN FINANCE AND HR
PERCENTAGE OF BUSINESSES EMPLOYING WOMEN IN EACH ROLE



SOURCE: GRANT THORNTON IBR 2012

Women in Senior Management

PERCENTAGE OF WOMEN IN SENIOR MANAGEMENT



SOURCE: GRANT THORNTON DE 2013